

## Person Specification

Job Title:

Activities And Community Engagement Facilitator

### Notes of Guidance for Candidates

For each requirement, you must show in your application form how you meet that requirement in order to be shortlisted for interview. The information you give on your application form will be expanded upon at interview. By the end of the selection process you will need to have demonstrated that you meet all the requirements on this Person Specification to be considered for appointment.

<u>Attributes</u>	<u>Essential Criteria</u>	<u>Desirable Criteria</u>
Personal Attributes & Values & Behaviours	<ul style="list-style-type: none"> <li>▪ A positive attitude towards the Pilgrims' Friend Society and its wider aims and objectives</li> <li>▪ Helpful, positive and respectful to all</li> <li>▪ Treating people as individuals with unique and diverse needs</li> <li>▪ Committed to supporting people to exercise their rights and choices and retain control</li> <li>▪ A compassionate and patient person</li> <li>▪ Willing to respect residents in their Christian faith</li> <li>▪ Ability to see other people's physical and mental abilities realistically</li> </ul>	<ul style="list-style-type: none"> <li>▪ Understanding of Emotional Intelligence</li> </ul>
Experience	<ul style="list-style-type: none"> <li>▪ Demonstrable life experience gained through varied personal, professional, or family roles, showcasing adaptability and</li> </ul>	<ul style="list-style-type: none"> <li>▪ Experience of caring for others</li> <li>▪ Working within a care home or similar environment</li> </ul>

	<p>understanding of diverse environments.</p> <ul style="list-style-type: none"> <li>▪ Completing and maintaining written records</li> </ul>	<ul style="list-style-type: none"> <li>▪ Working with older people (with dementia and/or learning disabilities)</li> </ul>
Skills & Abilities	<ul style="list-style-type: none"> <li>▪ Able to organise a team of people, staff and/or volunteers, to implement planned activities</li> <li>▪ Able to engage people in social and/or therapeutic activities</li> <li>▪ Able to provide support to residents in a manner that upholds the person-centred principles</li> <li>▪ Able to enable residents to retain the highest possible degree of privacy and personal independence</li> <li>▪ Able to be compassionate through relationships based on empathy, respect and dignity</li> <li>▪ Able to see people as individuals and interact with them at every level</li> <li>▪ Able to be creative</li> </ul>	<ul style="list-style-type: none"> <li>▪ Crafts &amp; music</li> <li>▪ Able to play a musical instrument</li> <li>▪ IT skills</li> </ul>
Knowledge	<ul style="list-style-type: none"> <li>▪ A basic understanding of the needs of older people</li> <li>▪ Understanding the need for maintaining confidentiality</li> </ul>	
Qualifications & Training	<ul style="list-style-type: none"> <li>▪ Basic literacy and numeracy skills</li> <li>▪ Willingness to participate in training and attend relevant staff meetings</li> <li>▪ Awareness of self-development</li> </ul>	<p>One or more qualifications in the areas outlined below would be an advantage</p> <ul style="list-style-type: none"> <li>▪ Level 2 Award in Supporting Activity Provision in Social Care (RQF) or equivalent</li> <li>▪ Dementia</li> <li>▪ Moving &amp; handling</li> <li>▪ Safeguarding</li> <li>▪ Mental Capacity Act (MCA)</li> </ul>

		<ul style="list-style-type: none"> <li>▪ Music &amp; movement qualification or equivalent</li> <li>▪ First Aid</li> </ul>
Communication Skills	<ul style="list-style-type: none"> <li>▪ Communicate effectively</li> <li>▪ Listening skills</li> <li>▪ Good interpersonal skills</li> <li>▪ Good recording skills</li> <li>▪ Customer care skills</li> </ul>	
Other Special Requirements	<ul style="list-style-type: none"> <li>▪ A committed, Evangelical Christian able to provide a testimony of conversion, a minister's reference and subscribe to our Doctrinal Basis. This is a Genuine Occupational Requirement for this post</li> <li>▪ Willingness to be flexible in working pattern</li> <li>▪ Good general health and reasonable level of fitness to engage in activities</li> </ul> <p>Reasonable adjustments will always be considered for suitably qualified applicants with disabilities</p>	